

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
MARCH 2013



Jamal L. Smith
Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263	288										854
Number of Complaints Drafted	66	77	81										224
% of inquiries drafted	22%	29%	28%										28%
Employment	54	60	66										180/80%
Housing (Real Estate)	4	2	7										13/6%
Public Accommodation	7	12	4										23/10%
Credit	0	0	0										0/0%
Education	1	3	4										8/4%
Unknown	0	0	0										0/0%
Number of Complaints Formalized	63	56	65										184
Employment	47	39	43										129
Transferred from EEOC*	3	0	0										3
Housing (Real Estate)	9	7	14										30
Transferred from HUD**	3	2	5										10
Public Accommodation	6	8	4										18
Credit	0	0	0										0
Education	1	2	4										7

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	303	263	288										854
Region 1	32	23	26										81
Region 2	23	26	30										79
Region 3	17	23	17										57
Region 4	10	9	9										28
Region 5	135	122	131										388
Region 6	25	17	19										61
Region 7	8	14	10										32
Region 8	18	8	12										38
Region 9	25	17	30										72
Unknown	10	4	4										18

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
% of Aged Cases by Area													
Employment	19%	11%	8%										13%
Housing (Real Estate)	0%	6%	0%										2%
Public Accommodation	10%	2%	9%										7%
Credit	0%	0%	0%										0%
Education	23%	13%	6%										14%
Open Cases by Area													
Employment	288	291	295										
Housing (Real Estate)	38	35	39										
Public Accommodation	61	63	59										
Credit	0	0	0										
Education	20	22	25										

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Number of Cases Closed	39	53	45										137
Employment	26	38	30										94
Housing (Real Estate)	12	9	6										27
Public Accommodation	1	6	8										15
Education	0	0	1										1
Credit	0	0	0										0
Type of Closure													
NPC	21	39	28										88
CWS	9	10	13										32
CW	2	3	2										7
AD	3	1	0										4
FO	4	0	2										6

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5	6										12
Employment	1	5	2										8
Housing (Real Estate)	0	0	1										1
Public Accommodation	0	0	3										3
Education	0	0	0										0
Credit	0	0	0										0
Active Cases													
Employment	31	33	32										
Housing (Real Estate)	14	15	14										
Public Accommodation	8	8	8										
Education	5	5	5										
Credit	0	0	0										
Average Age of Cases since NOF*	430	429	462										

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Norton v. Valvoline Instant Oil Change d/b/a Great Lakes Quick Lube is an employment case based on sex. Complainant alleged that she was sexually harassed.

Mireles v. Tequila Restaurante is an employment case based on national origin. Complainant alleged that she was terminated because of her national origin and/or pregnancy.

Relford v. Dots, LLC is a public accommodation case based on race. Complainant alleged that she was denied equal access to services, goods, and facilities.

Smith v. Dots, LLC is a public accommodation case based on race. Complainant alleged that she was denied equal access to services, goods, and facilities.

Smith v. Dots, LLC is a public accommodation case based on race. Complainant alleged that she was denied equal access to services, goods, and facilities.

Fasquelle v. Granite Management, LLC is a housing case based on disability. Complainant alleged that he was denied a reasonable accommodation.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Hall v. Pollution Control Industries is an employment case based on disability. Complainant alleged that she was terminated because of her race, sex, and disability. The case was dismissed by the Administrative Law Judge and found in favor of the Respondent.

Cooper v. Zeman Homes, Edward Zeman and John McCarthy is a housing case based on disability. Complainant alleged that Respondent refused to rent to her because she has disabled children. The case was closed with a Settlement.

Articles of Interest:

Human Rights Day shines a spotlight on women's issues

March 27, 2013, The Statesman

<http://www.indianastatesman.com/news/human-rights-day-shines-a-spotlight-on-women-s-issues-1.3015773>

Indiana House Speaker Brian Bosma says bill's effect on anti-discrimination protections can be fixed

March 26, 2013, Indianapolis Star

<http://www.indystar.com/article/20130326/NEWS05/303260065/1001/NEWS>

Indiana Supreme Court upholds legality of school voucher law

March 26, 2013, Evansville Courier and Press

http://www.courierpress.com/news/2013/mar/26/30pt-hed1-10-hed1-10-inches-p/?partner=yahoo_feeds

Granite Management near Purdue's campus accused of discriminating against disabled tenant

March 25, 2013, RTV-6 Indianapolis

<http://www.theindychannel.com/news/local-news/granite-management-near-purdues-campus-accused-of-discriminating-against-disabled-tenant>

Improving and measuring quality of EEOC investigations focus of commission meeting

March 21, 2013, EEOC Newsroom

<http://www.eeoc.gov/eeoc/newsroom/release/3-21-13a.cfm>

Indiana Holocaust Day of Remembrance Set

March 20, 2013, Indiana Daily Student

<http://www.idsnews.com/news/story.aspx?id=91816>

15th Annual Statewide Holocaust Day of Remembrance set for April 10th

March 20, 2013, MLKIHC Newsroom

<http://www.in.gov/mlkihc/2364.htm>

Lawsuit: Cover-up led to firing of 5 government workers

March 20, 2013, RTV-6

<http://www.theindychannel.com/news/local-news/lawsuit-cover-up-led-to-firing-of-5-government-workers>

EEOC announces new Twitter handle in Spanish, YouTube Channel

March 20, 2013, EEOC Newsroom

<http://www.eeoc.gov/eeoc/newsroom/release/3-20-13.cfm>

Woman sues Hooters, hotel over wheelchair accessibility

March 19, 2013, Indianapolis Star

<http://www.indystar.com/article/20130319/BUSINESS/303190049/-1/NLETTER07?source=nletter-news>

U.S. DOE announces 10 states will receive funding to turn around their lowest-performing schools

March 18, 2013, US DOE Newsroom

<http://www.ed.gov/news/press-releases/us-department-education-announces-10-states-will-receive-funding-turn-around-the>

Civil Rights Commission says sisters were wrongfully arrested

March 14, 2013, WIBC 93.1 FM

<http://www.wibc.com/news/story.aspx?ID=1912011>

Barbershop health initiative looks to save lives

March 13, 2013, Fort Wayne Daily News

http://www.fwdailynews.com/life/features/fwdailynews/barbershop-health-initiative-looks-to-save-lives/article_e0b0ee9c-8c04-11e2-b8a8-0019bb30f31a.html

NW Ind. mental health center settles worker claim

March 13, 2013, WSBT 2 News

<http://www.wsbt.com/news/wsbt-nw-ind-mental-health-center-settles-worker-claim-20130313,0,5303629.story>

Avon resident a champion for the disabled

March 12, 2013, Hendricks County Flyer

<http://flyergroup.com/local/x2016922218/Avon-resident-a-champion-for-the-disabled>

EEOC New Orleans signs Memorandum of Understanding with Mexican Consulate

March 11, 2013, EEOC Newsroom

<http://www.eeoc.gov/eeoc/newsroom/release/3-11-13.cfm>

Delphi grocery store investigated for sexual harassment

March 8, 2013, WLFI Channel 18

<http://www.wlfi.com/dpp/news/local/delphi-grocery-store-investigated-for-sexual-harassment>

EEOC Announces 2013 Federal Training Courses

March 7, 2013, EEOC Newsroom

<http://www.eeoc.gov/eeoc/newsroom/release/3-7-13.cfm>

Two local women receive state Torchbearer awards

March 5, 2013, South Bend Tribune

http://articles.southbendtribune.com/2013-03-05/news/37479526_1_heroes-camp-mlk-indiana-holiday-commission-local-women

Civil rights history video released

March 4, 2013, South Bend Tribune

http://articles.southbendtribune.com/2013-03-04/news/37447862_1_video-indiana-civil-rights-commission-history

ICRC, local organizations, to offer full-day Fair Housing Conference on April 18th

March 1, 2013, ICRC Newsroom

<http://www.in.gov/icrc/2669.htm>